

**SUGGESTED DDCI REMARKS FOR THE 18 SEPTEMBER 1985 ANNIVERSARY CELEBRATION**

I am pleased to take part in this Agency's 38th anniversary celebration and in this ceremony honoring our employees who have achieved significant milestones of service in their careers with the Agency. Your dedication and strength has and will continue to be put to the test both here and abroad. However, we can stand proud in the knowledge that our contributions continue to be well received by and vital to our President as he guides this great nation during some pretty difficult times.

Our employees are this Agency's single greatest asset. Now that we are in our 38th year, we are faced with more and more retirements among our experienced personnel. This has caused us to intensify our recruitment efforts. We are making extensive use of the media, as well as trying many new recruitment approaches. We have greatly stepped up our minority recruitment efforts. Additionally, we have streamlined the processing time that it takes to bring these new people on board once they have been identified. We have undertaken all this effort because we are very selective in our hiring. You people here today are examples of the high caliber employee that we are seeking and each of you can help by referring to the Agency people that you know who are looking for interesting and rewarding careers in a people-oriented organization.

We do care about people in this organization. We are constantly striving to make this a better and more rewarding place to work.

- ° Within the past year we have successfully negotiated better health insurance benefits in our Agency plan; approved overseas incentive pay for all full-time employees we assign to overseas posts; and extended home leave entitlements to certain part-time employees overseas.

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- ° We have been focusing a lot of attention on the secretarial career in the Agency. We just recently initiated a new pay grade to increase the pay of secretaries working for SIS-1 and 2 officers; and we formed a secretarial study group, with representatives from each of the Directorates and the Office of Personnel to look into ways in which we can further improve the secretarial career field.
- ° Our Employee Activity Association has increased its activities.
- ° Overseas processing has been modernized and streamlined and we have

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- ° The Family and Employee Liaison Office has greatly stepped up its activities to assist employees in becoming settled at new posts of assignment. We are aware of the growing numbers of employee couples, are proud of this group, and are doing our best to accommodate them as couples in assignments.
- ° We are working on a proposal for the Agency to adopt and administer its own retirement system which will cover all employees.

The people of this Agency are a close knit family and I am proud to be a part of this family. A good number of employees who choose the Agency as a place to enter the work force, remain for a career. We work closely together, face stress and demands together and even stay together in retirement through a very active retirees association.

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We suffer together also, especially when one of us breaks the code of secrecy and mishandles classified information. We cannot tolerate such conduct. It jeopardizes the mission of the Agency, the safety and well being of our employees, and costs huge amounts of our tax dollars. All of us must work together prevent such missteps.

We have many very remarkable people in this Agency who contribute greatly to our success and reputation. Their accomplishments, if they occurred in other agencies, would be headlined in the press with trumpets blaring. Because of the cloak of secrecy under which we work, we frequently must settle for a quiet pat on the back at a small, closed ceremony. I am particularly proud, therefore, to have this opportunity to recognize our career employees. Because such a large number of dedicated employees have completed significant milestones in their careers, I am only able to personally honor the representative group assembled here today. However, the same expression of thanks and congratulations is extended to all.